



DEPARTMENT OF EMPLOYEE RELATIONS

Face Covering Policy Issued July 16, 2020; Updated August 19, 2022

FACE COVERING POLICY FOR CITY OF MILWAUKEE EMPLOYEES

The Department of Employee Relations' Face Covering Policy for City of Milwaukee employees is updated to permit City of Milwaukee employees to wear a face covering at their own discretion subject to listed exceptions. The Department of Employee Relations, in consultation with the Milwaukee Health Department, has the authority to reissue the Face Covering Policy should COVID-19 community transmission rates significantly increase and pose a risk to employee health. The City of Milwaukee's [COVID-19 Employee Vaccination Policy](#) and the Employee [COVID-19 Policy and Administrative Guidelines](#) are still in effect.

Generally, City of Milwaukee employees may wear a face covering at their own discretion, but may be subject to the following:

- Sworn represented members of the Milwaukee Fire and Police Departments are still subject to their respective COVID-19 Vaccination Memorandums of Understanding.
- Employees with an approved accommodation from the COVID-19 Vaccination Policy are still subject to their respective accommodation agreement. If an accommodation agreement requires an employee to wear a face covering, the employee must still wear their face covering despite this policy update.
- Employees working in healthcare settings are still required to wear a face covering.
- Employees entering into private residences or businesses should comply with wearing a face covering if requested or required by the customer.
- Employees should do their best to be aware of and respectful of their contact with members of the public and colleagues and mirror their masking preferences when possible.
- Employees who are immunocompromised are strongly encouraged to wear a face covering.

- Employees with symptoms, a positive COVID-19 test, or direct exposure to someone with COVID-19 are required to follow the Employee COVID-19 Policy and Administrative Guidelines and wear a face covering.

An employee who fails to comply with specific face covering requirements will receive notice of the requirement, and will be given an immediate opportunity to comply. If the employee does not immediately comply, the employee may be sent home on vacation or accrued leave, other than sick leave, and issued a written warning. If the employee does not comply with the requirement a second time, the City will proceed with disciplinary action, up to and including discharge.

Members of the public who are unvaccinated are encouraged to wear a face covering while inside City of Milwaukee facilities. Members of the public with symptoms, a positive COVID-19 test, or direct exposure to someone with COVID-19 should follow Center for Disease Control and Prevention (CDC) guidelines and continue to wear a face covering. Members of the public who are visiting a City of Milwaukee healthcare setting will still be required to wear a face covering.

Employees may refer questions on these guidelines to the Department of Employee Relations' HR Compliance Officer by calling 414-286-6210 or emailing kholid@milwaukee.gov. Employees may also send safety concerns regarding face coverings to safety1st@milwaukee.gov.